

Agency Size	Traditional Software License (Pricing Per Employee)				
	Base Software	Services	Accruals	Training	Maintenance
(XS) 1-99 employees	8800036-002 Workforce Timekeeper V5, 100ee, \$3,900.00 (\$39.00 per employee). 8800038-002 Workforce Employee V5, 100ee, \$2,600.00 (\$26.00 per employee). 8800039-001 Managers up to: 1, \$314.50 (\$314.50 per manager). 8800042-002 Workforce Connect Primary Interface 100 ee, \$750.00 (7.50 per employee)	9990002-ENT Professional Services (\$187.50 per hour).	8800037-002 Workforce Accruals V5, 100ee, \$1,550.00 (\$15.50 per employee).	9999107-0 KCCI Train-the-Trainer package, \$3,200.00 per employee. Workforce Timekeeper 5 User Essentials Workforce Timekeeper 5 System Administration Workforce Timekeeper v5 Train the Trainer Wkp. In addition to the above noted items, a variety of education options on Kronos products are available. For example, classroom training is available at the Alpharetta, GA training center as well as many other such locations around the country, for a cost of \$500 per student per full day and \$275 per student half day.	15% of the license fee *.
(S) 100-499 employees	8800036-010 Workforce Timekeeper V5, 500ee, \$18,000.00 (\$36.00 per employee). 8800038-010 Workforce Employee V5, 500ee, \$12,500.00 (\$25.00 per employee). 8800039-001 Managers up to: 1, \$296.00 (\$296.00 per manager). 8800042-010 Workforce Connect Primary Interface 500 ee, \$3,250.00 (6.50 per employee)	9990002-ENT Professional Services (\$187.50 per hour).	8800037-010 Workforce Accruals V5, 500ee, \$7,250.00 (\$14.50 per employee).	9999107-0 KCCI Train-the-Trainer package, \$3,200.00 per employee. Workforce Timekeeper 5 User Essentials Workforce Timekeeper 5 System Administration Workforce Timekeeper v5 Train the Trainer Wkp. In addition to the above noted items, a variety of education options on Kronos products are available. For example, classroom training is available at the Alpharetta, GA training center as well as many other such locations around the country, for a cost of \$500 per student per full day and \$275 per student half day.	15% of the license fee *.
(M) 500-999 employees	8800036-020 Workforce Timekeeper V5, 1000ee, \$34,000.00 (\$34.00 per employee). 8800038-020 Workforce Employee V5, 1000ee, \$24,000.00 (\$24.00 per employee). 8800039-001 Managers up to: 1, \$277.50 (\$277.50 per manager). 8800042-020 Workforce Connect Primary Interface 1000 ee, \$5,500.00 (5.50 per employee)	9990002-ENT Professional Services (\$187.50 per hour).	8800037-020 Workforce Accruals V5, 1000ee, \$13,500.00 (\$13.50 per employee).	9999107-0 KCCI Train-the-Trainer package, \$3,200.00 per employee. Workforce Timekeeper 5 User Essentials Workforce Timekeeper 5 System Administration Workforce Timekeeper v5 Train the Trainer Wkp. In addition to the above noted items, a variety of education options on Kronos products are available. For example, classroom training is available at the Alpharetta, GA training center as well as many other such locations around the country, for a cost of \$500 per student per full day and \$275 per student half day.	15% of the license fee *.
(L) 1,000-2,500 employees	8800036-050 Workforce Timekeeper V5, 2500ee, \$80,000.00 (\$32.00 per employee). 8800038-050 Workforce Employee V5, 2500ee, \$55,000.00 (\$22.00 per employee). 8800039-001 Managers up to: 1, \$259.00 (\$259.00 per manager). 8800042-050 Workforce Connect Primary Interface 2500 ee, \$8,750.00 (3.50 per employee)	9990002-ENT Professional Services (\$187.50 per hour).	8800037-050 Workforce Accruals V5, 2500ee, \$30,000.00 (\$12.00 per employee).	9999107-0 KCCI Train-the-Trainer package, \$3,200.00 per employee. Workforce Timekeeper 5 User Essentials Workforce Timekeeper 5 System Administration Workforce Timekeeper v5 Train the Trainer Wkp. In addition to the above noted items, a variety of education options on Kronos products are available. For example, classroom training is available at the Alpharetta, GA training center as well as many other such locations around the country, for a cost of \$500 per student per full day and \$275 per student half day.	15% of the license fee *.
(XL) 2,501+ employees	(Part # to be provided) Workforce Timekeeper V5, 2500ee, \$80,000.00 (\$32.00 per employee). (Part # to be provided) Workforce Employee V5, 2500ee, \$55,000.00 (\$22.00 per employee). (Part # to be provided) Managers up to: 1, \$259.00 (\$259.00 per manager). (Part # to be provided) Workforce Connect Primary Interface 2500 ee, \$8,750.00 (3.50 per employee)	9990002-ENT Professional Services (\$187.50 per hour).	(Part # to be provided) Workforce Accruals V5, 2500ee, \$30,000.00 (\$12.00 per employee).	9999107-0 KCCI Train-the-Trainer package, \$3,200.00 per employee. Workforce Timekeeper 5 User Essentials Workforce Timekeeper 5 System Administration Workforce Timekeeper v5 Train the Trainer Wkp. In addition to the above noted items, a variety of education options on Kronos products are available. For example, classroom training is available at the Alpharetta, GA training center as well as many other such locations around the country, for a cost of \$500 per student per full day and \$275 per student half day.	15% of the license fee *.

Time Capturing Devices	
MODEL/TYPE	Unit Price
4500 Badge Terminal Full Bar Code 512K 10Mbit Ethernet or Modem**	8602004-001 4500 Numeric Bar Code 10/100 Mbit Ethernet, \$2,850.00 per terminal 8602004-011 4500 Numeric Bar Code Modem, \$2,850.00 per terminal
4500 Badge Terminal with Touch ID (biometrics) Full Bar Code 512K 10Mbit Ethernet or Modem**	8602004-301 4500 Touch ID™ Numeric Bar Code 10/100 Mbit Ethernet, \$3,200.00 per terminal 8602004-311 4500 Touch ID™ Numeric Bar Code Modem, \$3,200.00 per terminal
100 Badge Terminal (Modem only)**	8601002-011 154 Bar Code 32k Modem, \$700.00 per terminal

* 15% of the software license price equates to Kronos’ Silver Maintenance level support. Gold, Platinum and Platinum Plus maintenance levels are available for additional costs.

** Depot Exchange Maintenance support is available on all Kronos terminals for and addition cost of \$166.50 per terminal per year.

2. The pricing set forth in Section 1 above shall include the following:

- BASE PRICE
 1. Licenses for concurrent users, enterprise licenses or manage user Usage of various workforce with varying periods
 2. Management handling of employee leave and schedule (Scheduling, Multiple Assignments, Multiple Positions)
 3. Usage of Various Reports and Availability of User managed reports
- SERVICES as defined in the Scope Document.
 1. Deployment on System Platform
 2. Data Migration and Standardization of Data Integrity
 3. Needed Interfaces
 4. Customization of Business Rules
 5. Implementation of Regulatory Requirements
 6. Creation of various Reports
 7. Usage / Integration with various Time Capturing
 8. Deployment of strong security rules
 9. Building of Training Plan
 10. Contract Administration handling
 11. Project Implementation Plan
- ACCRUALS (if applicable)
- TRAINING (include the suggested list of classes and assumptions) as defined in the Scope Document.
 1. General – Train the Trainer approach
 2. Payroll
 3. HR
 4. Application Administrators
 5. Programmers
 6. Report Writers
 7. Database administrators
 8. Managers
 9. Unix administrators
- Maintenance Periods
 1. 1st year maintenance period
 2. Subsequent maintenance periods

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EXHIBIT D

Kronos' Workforce Central Suite supports the following databases products:

Oracle Server

8i (8.1.7)

Database Server OS

Sun/Solaris (32 – and 64 bit)
HP/HP-UX (32 – and 64 bit)
IBM/AIX (32 – and 64 bit)
Microsoft Windows NT Server v4.0 SP6a
Microsoft Windows 2000 Server SP1
Microsoft Windows 2003

9i (9.2)

Sun/Solaris (32 – and 64 bit)
HP/HP-UX (64 bit)
IBM/AIX (64 bit)
Microsoft Windows NT Server v4.0 SP6a
Microsoft Windows 2000 Server SP1
Microsoft Windows 2003

Microsoft SQL Server

2000

Supported Middleware/Versions

Microsoft Windows NT Server v4.0 SP6a
Microsoft Windows 2000 Server SP1
Microsoft Windows 2003

Kronos' Workforce Connect product will integrate to the following commercial HR/payroll applications:

- | | | |
|----------------|----------------|-------------|
| • ADP Payrolls | • Abra Suite | • CompuData |
| • Ceridian | • Oracle (JD | • MAS 90 |
| • Oracle | Edwards) | • CYBORG |
| • Oracle | • SAP | • PayChex |
| (PeopleSoft) | • Great Plains | • Infinium |
| • Lawson | | |
| • UltiPro | | |